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ABSTRACT

This report contains salary data for the Illinois public community colleges. Data are provided on faculty and administrative salaries for fiscal year 1986 (FY86); base salaries for full-time faculty on 9- and 12-month contracts; total FY85 full-time faculty salaries; FY86 part-time faculty salary rates and full-time faculty overload and summer term rates; salaries based on FY86 salary schedules for full-time faculty with a master's degree; institutional policies related to faculty salaries and faculty contracts; contractual base salaries for administrative staff and other professional staff; salaries paid to selected administrators; monthly classified staff salaries; fringe benefits for full-time employees; and mean percentage salary increases for faculty, other professional staff, administrative staff, and classified staff. Highlighted survey findings include the following: (1) the median salary for faculty with 9-month contracts was \$28,746 and for faculty with 12-month contracts was \$28,947; (2) part-time faculty salary rates averaged \$283 per class during FY86; (3) the median administrator salary was \$36,203; and (4) the statewide weighted mean percentage salary increases were 6.2% for administrative staff, 6.3% for other professional staff, 6.1% for faculty, and 6.8% for classified staff. (LAL)

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Illinois Community College Board

FALL 1985 SALARY SURVEY REPORT FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES

TABLE OF CONTENTS

| | <u>Page</u> |
|---|-------------|
| Introduction..... | 1 |
| Section I - Fiscal Year 1986 Contractual Base Salaries for Full-time Faculty at Illinois Public Community Colleges..... | 2 |
| Section II - Total Fiscal Year 1985 Full-time Faculty Salaries (W-2 Type) at Illinois Public Community Colleges..... | 5 |
| Section III - Fiscal Year 1986 Part-time Faculty Salary Rates and Full-time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges..... | 7 |
| Section IV - Salaries Based on Fiscal Year 1986 Salary Schedules for Full-time Faculty with a Master's Degree at Illinois Public Community Colleges..... | 9 |
| Section V - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges..... | 11 |
| Section VI - Fiscal Year 1986 Contractual Base Salaries for Other Professional Staff at Illinois Public Community Colleges..... | 13 |
| Section VII - Fiscal Year 1986 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges..... | 16 |
| Section VIII - Salaries Paid to Select Administrators at Illinois Public Community Colleges During Fiscal Year 1986..... | 18 |
| Section IX - Summary of Fiscal Year 1986 Monthly Classified Staff Salaries at Illinois Public Community Colleges..... | 25 |
| Section X - Fringe Benefits for Full-time Employees at Illinois Public Community Colleges - Fiscal Year 1985..... | 28 |
| Section XI - Fiscal Year 1986 Mean Percentage Salary Increases for Faculty, Other Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges..... | 31 |

INTRODUCTION

The Fall 1985 Salary Survey for the Illinois Public Community Colleges was essentially the same as the survey conducted during the fall of 1984. The survey requests faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, administrative salaries, other professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of select administrators.

Data from three districts were not available at the time this report was written because of contract negotiations; therefore, care should be exercised in making comparisons of last year's average data and this year's average data.

Section I

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for Fiscal Year 1986.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois reporting data. Table 3 provides the same information for full-time faculty with 12-month contracts.

The lowest salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges reporting data. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1986 (9-MONTH) CONTRACTUAL BASE SALARIES
FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Range | | |
|--------------------------|----------|---|----------|
| | Low | - | High |
| Low Faculty Salaries | \$10,282 | - | \$21,655 |
| Average Faculty Salaries | \$21,485 | - | \$36,485 |
| High Faculty Salaries | \$27,131 | - | \$45,440 |
| Median Faculty Salaries | \$21,365 | - | \$36,834 |

Illinois Community College Board

Table 2

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| <u>Dist. No.</u> | <u>District Name</u> | <u>Number of Staff</u> | <u>Range of FY 1986 Salaries</u> | | | <u>Median FY 1986 Salary</u> |
|----------------------|----------------------|----------------------------|----------------------------------|----------------|----------------|--------------------------------------|
| | | | <u>Lowest</u> | <u>Average</u> | <u>Highest</u> | |
| 501 | Kaskaskia | 50 | \$18002 | \$25299 | \$31702 | \$25502 |
| 502 | DuPage | 205 | 20125 | 33875 | 43451 | 35653 |
| 503 | Black Hawk | 131 | 18014 | 27221 | 36609 | 26097 |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | 159 | 17415 | 30698 | 40927 | 31519 |
| 506 | Sauk Valley | 50 | 10282 | 26353 | 34544 | 26933 |
| 507 | Danville | 57 | 11961 | 25471 | 33883 | 27864 |
| 508 | Chicago | 1075 | 17444 | 33773 | 45440 | 35121 |
| 509 | Elgin | 86 | 17827 | 29398 | 37998 | 29240 |
| 510 | Thornton | 117 | 20540 | 33609 | 41932 | 34828 |
| 511 | Rock Valley | 129 | 17793 | 27714 | 34236 | 27972 |
| 512 | Harper | 167 | 21104 | 36485 | 44419 | 36834 |
| 513 | Illinois Valley | 69 | 19360 | 28956 | 33605 | 26482 |
| 514 | Illinois Central | 185 | 18000 | 29514 | 39698 | 30078 |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 58 | 17347 | 28898 | 36945 | 29349 |
| 517 | Lake Land | 88 | 16676 | 24820 | 32489 | 24188 |
| 518 | Carl Sandburg | 49 | 14803 | 24790 | 32090 | 24129 |
| 519 | Highland | 40 | 16819 | 26792 | 33314 | 28700 |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 32 | 20625 | 26200 | 31695 | 25720 |
| 522 | Belleville | 100 | 13333 | 31989 | 40456 | 32961 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 168 | 17107 | 27509 | 38028 | 28002 |
| 525 | Joliet | 147 | 16441 | 32213 | 40766 | 33209 |
| 526 | Lincoln Land | 133 | 17985 | 31396 | 37584 | 30459 |
| 527 | Morton | 59 | 19692 | 31170 | 37959 | 32481 |
| 528 | McHenry | 49 | 17394 | 27647 | 38974 | 27136 |
| 529 | Illinois Eastern | 98 | 15341 | 21485 | 27131 | 21365 |
| 530 | Logan | 52 | 21655 | 28894 | 36726 | 28967 |
| 531 | Shawnee | 14 | 14000 | 22649 | 28050 | 22178 |
| 532 | Lake County | 157 | 20309 | 33113 | 39778 | 30873 |
| 533 | Southeastern | 34 | 20005 | 26949 | 33135 | 26740 |
| 534 | Spoon River | 34 | 15436 | 26772 | 33033 | 26434 |
| 535 | Oakton | 137 | 17390 | 33040 | 38870 | 33860 |
| 536 | Lewis & Clark | 81 | 21061 | 27570 | 33057 | 27787 |
| 537 | Richland | 37 | 17325 | 25870 | 31843 | 25712 |
| 539 | John Wood | 0 | 0 | 0 | 0 | 0 |
| 601 | State Comm. Coll. | 43 | 14883 | 24532 | 29308 | 25000 |
| | Total/Averages | 4090 | \$17456 | \$30795 | \$36167 | \$28746 |

DNA = Data Not Available

Illinois Community College Board

Table 3

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| <u>Dist. No.</u> | <u>District Name</u> | <u>Number of Staff</u> | <u>Range of FY 1986 Salaries</u> | | | <u>Median FY 1986 Salary</u> |
|----------------------|----------------------|----------------------------|----------------------------------|----------------|----------------|--------------------------------------|
| | | | <u>Lowest</u> | <u>Average</u> | <u>Highest</u> | |
| 501 | Kaskaskia | 10 | \$23508 | \$27108 | \$30108 | \$27708 |
| 502 | DuPage | 0 | 0 | 0 | 0 | 0 |
| 503 | Black Hawk | 13 | 21112 | 29276 | 45029 | 26521 |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | 0 | 0 | 0 | 0 | 0 |
| 506 | Sauk Valley | 5 | 22752 | 27893 | 33054 | 28371 |
| 507 | Danville | 0 | 0 | 0 | 0 | 0 |
| 508 | Chicago | 0 | 0 | 0 | 0 | 0 |
| 509 | Elgin | 0 | 0 | 0 | 0 | 0 |
| 510 | Thornton | 0 | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 2 | 29674 | 31233 | 32791 | 31233 |
| 512 | Harper | 2 | 37635 | 39295 | 40984 | 39295 |
| 513 | Illinois Valley | 8 | 23360 | 24928 | 29537 | 26440 |
| 514 | Illinois Central | 0 | 0 | 0 | 0 | 0 |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 0 | 0 | 0 | 0 | 0 |
| 517 | Lake Land | 6 | 21283 | 25473 | 29218 | 25358 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 0 | 0 | 0 | 0 | 0 |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 22 | 22843 | 29440 | 36750 | 29058 |
| 522 | Belleville | 12 | 30972 | 40309 | 51008 | 39916 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 1 | 35483 | 35483 | 35483 | 35483 |
| 525 | Joliet | 0 | 0 | 0 | 0 | 0 |
| 526 | Lincoln Land | 0 | 0 | 0 | 0 | 0 |
| 527 | Morton | 0 | 0 | 0 | 0 | 0 |
| 528 | McHenry | 0 | 0 | 0 | 0 | 0 |
| 529 | Illinois Eastern | 20 | 24681 | 29913 | 33196 | 30900 |
| 530 | Logan | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 7 | 17340 | 20664 | 28312 | 20000 |
| 532 | Lake County | 0 | 0 | 0 | 0 | 0 |
| 533 | Southeastern | 5 | 24461 | 26821 | 30315 | 26039 |
| 534 | Spoon River | 0 | 0 | 0 | 0 | 0 |
| 535 | Oakton | 0 | 0 | 0 | 0 | 0 |
| 536 | Lewis & Clark | 0 | 0 | 0 | 0 | 0 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 20 | 14500 | 24258 | 34536 | 24743 |
| 601 | State Comm. Coll. | 1 | 23141 | 23141 | 23141 | 23141 |
| | Total/Averages | 134 | \$24848 | \$28632 | \$34231 | \$28947 |

DNA = Data Not Available

Section II

TOTAL FISCAL YEAR 1985 FULL-TIME FACULTY SALARIES (W-2 TYPE) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 compares the contractual base salaries reported for Fiscal Year 1985 and the total salaries paid to full-time faculty in Fiscal Year 1985. The Fiscal Year 1985 W-2 type salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1984 to June 30, 1985. The average additional dollar amounts range from \$183 to \$9,449 above the Fiscal Year 1985 average contractual base salary.

The state average total fiscal year salary paid to faculty in Fiscal Year 1985 for those districts reporting data is \$3,345 more than the state average academic year contractual salary for full-time teaching faculty in Fiscal Year 1985. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Illinois Community College Board

Table 4

A COMPARISON OF FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES AND
 TOTAL FISCAL YEAR (W-2 TYPE) SALARIES OF FULL-TIME FACULTY
 AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| <u>Dist. No.</u> | <u>District Name</u> | <u>FY 1985 Full-time Average Faculty Contractual Base Salaries</u> | <u>FY 1985 Total Full-time Average Faculty Salaries</u> | <u>Dollar Difference</u> | <u>Percent Difference</u> |
|----------------------|----------------------|--|---|------------------------------|-------------------------------|
| 501 | Kaskaskia | \$22686 | \$25482 | \$ 2796 | 12.32% |
| 502 | DuPage | 32736 | 39821 | 7085 | 21.64 |
| 503 | Black Hawk | DNA | DNA | DNA | DNA |
| 504 | Triton | DNA | DNA | DNA | DNA |
| 505 | Parkland | 28312 | 31772 | 3460 | 12.22 |
| 506 | Sauk Valley | 24190 | 27446 | 3256 | 13.46 |
| 507 | Danville | 24866 | 27571 | 2705 | 10.88 |
| 508 | Chicago | 31577 | 33773 | 2196 | 6.95 |
| 509 | Elgin | DNA | DNA | DNA | DNA |
| 510 | Thornton | 31489 | 37125 | 5636 | 17.90 |
| 511 | Rock Valley | 25981 | 30260 | 4279 | 16.47 |
| 512 | Harper | 33733 | 37227 | 3494 | 10.36 |
| 513 | Illincis Valley | 27020 | 29815 | 2795 | 10.34 |
| 514 | Illinois Central | 27851 | 34206 | 6355 | 22.82 |
| 515 | Prairie State | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 28187 | 32056 | 3869 | 13.73 |
| 517 | Lake Land | 23135 | 26864 | 3729 | 16.12 |
| 518 | Carl Sandburg | 23603 | 27205 | 3602 | 15.26 |
| 519 | Highland | 25482 | 27800 | 2318 | 9.10 |
| 520 | Kankakee | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 24327 | 27965 | 3638 | 14.95 |
| 522 | Belleville | 32146 | 41595 | 9449 | 29.39 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 26305 | 35003 | 8698 | 33.07 |
| 525 | Joliet | 30573 | 36639 | 6066 | 19.84 |
| 526 | Lincoln Land | 28380 | 31396 | 3016 | 10.63 |
| 527 | Morton | 27980 | 29429 | 1449 | 5.18 |
| 528 | McHenry | 25692 | 28701 | 3009 | 11.71 |
| 529 | Illinois Eastern | 21514 | 27344 | 5830 | 27.10 |
| 530 | Logan | 28834 | 34422 | 5588 | 19.38 |
| 531 | Shawnee | 21236 | 21419 | 183 | 0.86 |
| 532 | Lake County | 29422 | 35583 | 6151 | 20.94 |
| 533 | Southeastern | 24488 | 27059 | 2571 | 10.50 |
| 534 | Spoon River | 26028 | 29320 | 3292 | 12.65 |
| 535 | Oakton | 31067 | 35410 | 4343 | 13.98 |
| 536 | Lewis & Clark | 25414 | 27081 | 1667 | 6.56 |
| 537 | Richland | 24411 | 27713 | 3302 | 13.53 |
| 539 | John Wood | * | * | * | * |
| 601 | State Comm. Coll. | <u>20631</u> | <u>22950</u> | <u>2319</u> | <u>11.24</u> |
| | Averages | \$29309 | \$32654 | \$ 3345 | 11.41% |

*All faculty are on 12-month contracts/40 hours per week.
 DNA = Data Not Available

Section III

FISCAL YEAR 1986 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 5 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during Fiscal Year 1986.

Table 6 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. These various methods of payment were converted to the average rate per semester credit hour so that comparable data could be obtained for each college. It must be realized, however, that much of the data reported had to be averaged, and conversions were made for typical cases at each college.

Table 5

STATE SUMMARY OF FISCAL YEAR 1986 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Lowest | Mean | Highest |
|-------------------------------|--------|-------|---------|
| Part-time Faculty Rates | \$200 | \$283 | \$485 |
| Overload Rates (Full-time) | \$250 | \$393 | \$892 |
| Summer Term Rates (Full-time) | \$167 | \$474 | \$892 |

Illinois Community College Board

Table 6

FISCAL YEAR 1986 AVERAGE PART-TIME FACULTY SALARY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District Name | Part-time Faculty Rate Per Course Credit Hour | Full-time Faculty Rate Per Course Credit Hour | |
|--------------|-------------------|--|--|-------|
| | | Overload Rate for Academic Year | Rate for Summer Term | |
| 501 | Kaskaskia | \$292 | \$292 | \$325 |
| 502 | DuPage | 268 | 271 | 830 |
| 503 | Black Hawk | 275 | 295 | 295 |
| 504 | Triton | DNA | DNA | DNA |
| 505 | Parkland | 485 | 485 | 597 |
| 506 | Sauk Valley | 238 | 250 | 350 |
| 507 | Danville | 270 | 300 | N/A |
| 508 | Chicago | 233 | * | * |
| 509 | Elgin | 273 | 300 | 300 |
| 510 | Thornton | 295 | 6.5 | 732 |
| 511 | Rock Valley | .200 | 392 | 541 |
| 512 | Harper | 380 | 400 | N/A |
| 513 | Illinois Valley | 325 | 325 | 400 |
| 514 | Illinois Central | 299 | 400 | 873 |
| 515 | Prairie State | DNA | DNA | DNA |
| 516 | Waubonsee | 280 | 400 | 400 |
| 517 | Lake Land | 240 | 270 | * |
| 518 | Carl Sandburg | 258 | 258 | 390 |
| 519 | Highland | 235 | 405 | 405 |
| 520 | Kankakee | DNA | DNA | DNA |
| 521 | Rend Lake | 224 | 612 | 290 |
| 522 | Belleville | 240 | 560 | 915 |
| 523 | Kishwaukee | DNA | DNA | DNA |
| 524 | Moraine Valley | 280 | 702 | 702 |
| 525 | Joliet | 275 | 355 | 355 |
| 526 | Lincoln Land | 330 | 371 | 460 |
| 527 | Morton | 294 | 294 | 294 |
| 528 | McHenry | 285 | * | * |
| 529 | Illinois Eastern | 226 | N/A | 167 |
| 530 | Logan | 290 | 393 | 516 |
| 531 | Shawnee | 200 | * | * |
| 532 | Lake County | 350 | 330 | 330 |
| 533 | Southeastern | 250 | 350 | 375 |
| 534 | Spoon River | 280 | 892 | 892 |
| 535 | Oakton | 337 | 347 | N/A |
| 536 | Lewis & Clark | 225 | 260 | 260 |
| 537 | Richland | 333 | 349 | 504 |
| 539 | John Wood | 300 | 300 | 300 |
| 601 | State Comm. Coll. | 330 | 349 | N/A |
| Averages | | \$283 | \$393 | \$474 |

*Prorated based on contractual salary.

DNA = Data Not Available

N/A = Not Applicable

Section IV

SALARIES BASED ON FISCAL YEAR 1986 SALARY SCHEDULES FOR
FULL-TIME FACULTY WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range of Fiscal Year 1986 salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules, as well as the state average salaries, is shown in Table 7.

Table 8 provides the Fiscal Year 1986 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 7

SUMMARY OF FISCAL YEAR 1986 SALARY SCHEDULE SALARIES FOR
FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Salary Schedule Categories | District Range Low - High | State Average |
|---|------------------------------|------------------|
| Master's Degree, Plus Zero Hours (No Experience) | \$12,375 - \$20,406 | \$15,368 |
| Master's Degree, Plus Zero Hours (5 Years Experience) | \$13,995 - \$25,613 | \$20,002 |
| Master's Degree, Maximum Hours (5 Years Experience) | \$15,885 - \$35,800 | \$24,036 |
| Master's Degree, Maximum Hours (Highest Salary) | \$18,025 - \$45,440 | \$34,179 |

Illinois Community College Board

Table 8

SALARIES BASED ON SALARY SCHEDULES FOR
FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1986

| <u>Dist. No.</u> | <u>District Name</u> | <u>Zero Hours, No Experience</u> | <u>Zero Hours, 5 Years Experience</u> | <u>Maximum Hours, 5 Years Experience</u> | <u>Maximum Hours, Highest Salary</u> |
|----------------------|----------------------|--------------------------------------|---|--|--|
| 501 | Kaskaskia | \$17002 | \$19502 | \$23002 | \$31002 |
| 502 | DuPage | 18295 | 25613 | 30223 | 41881 |
| 503 | Black Hawk | 16620 | 18906 | 24467 | 36609 |
| 504 | Triton | DNA | DNA | DNA | DNA |
| 505 | Parkland | 17000 | 21300 | 23500 | 37375 |
| 506 | Sauk Valley | 15222 | 17622 | 26382 | 35286 |
| 507 | Danville | 13695 | N/A | N/A | N/A |
| 508 | Chicago | 16962 | 19110 | 35800 | 45440 |
| 509 | Elgin | N/A | N/A | N/A | N/A |
| 510 | Thornton | 18720 | 23664 | 27683 | 40319 |
| 511 | Rock Valley | 16444 | 19359 | 22491 | 32670 |
| 512 | Harper | 13100 | 23357 | 32814 | 44419 |
| 513 | Illinois Valley | 19155 | 20775 | 24579 | 32795 |
| 514 | Illinois Central | 16927 | N/A | N/A | 39702 |
| 515 | Prairie State | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 16644 | 20157 | 24174 | 36076 |
| 517 | Lake Land | 15180 | 17805 | 18475 | 23725 |
| 518 | Carl Sandburg | 15079 | 18829 | 20864 | 32344 |
| 519 | Highland | 16219 | 19674 | 24166 | 32422 |
| 520 | Kankakee | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 18300 | 20625 | 23810 | 30320 |
| 522 | Belleville | 14760 | 17560 | 20272 | 34199 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 14885 | 18589 | 19720 | 41116 |
| 525 | Joliet | 17518 | 20710 | 24620 | 39656 |
| 526 | Lincoln Land | 16671 | 19957 | 22785 | 35138 |
| 527 | Morton | 19445 | 23548 | 25911 | 36391 |
| 528 | McHenry | 16285 | 19050 | 21260 | 27335 |
| 529 | Illinois Eastern | 16135 | 16135 | 18025 | 18025 |
| 530 | Logan | 20406 | 22756 | 26745 | 35205 |
| 531 | Shawnee | 12375 | 13995 | 15885 | 20925 |
| 532 | Lake County | 19250 | 21125 | 25678 | 37884 |
| 533 | Southeastern | 18245 | 20976 | 23949 | 31230 |
| 534 | Spoon River | 15436 | 18955 | 22475 | 32153 |
| 535 | Oakton | 16636 | 20406 | 26846 | 38870 |
| 536 | Lewis & Clark | 16656 | 19565 | 20681 | 29053 |
| 537 | Richland | 15750 | 18900 | 22838 | 31343 |
| 539 | John Wood | N/A | N/A | N/A | N/A |
| 601 | State Comm. Coll. | <u>17240</u> | <u>21550</u> | <u>24998</u> | <u>32810</u> |
| | Averages | \$15368 | \$20002 | \$24036 | \$34179 |

N/A = Not Applicable

DNA = Data Not Available

Section V

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 9 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average weekly class contact hour per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 10 shows these policies for each college. Of the 35 community college districts in Illinois reporting, twelve have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-one public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 9

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND
CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEAR 1986

| | Range Low - High | State Average |
|---|---------------------|------------------|
| Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours) | 25 - 32 | 30 |
| Average Weekly Class Contact Hours Required for Full-time Teaching Faculty | 12.5 - 20 | 16 |
| Average Weekly Office Hours | 0 - 10 | 7 |
| Average Weekly Academic Advisory Hours | 0 - 10 | 2 |
| Length of Full-time Faculty Academic Year Contract in Months | 8.0 - 12 | 9.0 |

Illinois Community College Board

Table 10

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1986

| Dist. No. | District Name | Ave. Yearly Semester Credit Hours Taught | Ave. Weekly Class Con- tact Hrs. Teaching | Average Weekly Office Hours | Ave. Weekly Academic Advising Hours | Profes- sional Rank | Length of Academic Year | Has Master Contract | Multiple Year Contract | Number of Years in Contract | Full-time Faculty Salary Schedule | Has Collective Bargaining | Recognized College Negotiating Body |
|--------------|-------------------|---|--|--------------------------------------|--|---------------------------|-------------------------------|---------------------------|------------------------------|-----------------------------------|--|---------------------------------|--|
| 501 | Kaskaskia | 30 | 18 | 10 | 2 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Education Association |
| 502 | DuPage | 30 | 15 | 5 | 5 | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | Faculty Association |
| 503 | Black Hawk | 30 | N/A | 5 | N/A | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Federation of Teachers |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | 26 | 16 | 5 | N/A | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | |
| 506 | Sauk Valley | 32 | 16 | 5 | 0 | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | NEA |
| 507 | Danville | 33 | 16.5 | 5 | N/A | No | 8.1 Mos. | Yes | Yes | 2 | No | Yes | IEA/NEA |
| 508 | Chicago | 25 | 12.5 | 2 | 2 | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 509 | Elgin | 32 | 16 | 5 | 0 | No | 9 Mos. | Yes | Yes | 3 | No | Yes | Faculty Association |
| 510 | Thornton | 30 | 15 | 5 | 0 | No | 8.4 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 511 | Rock Valley | 26* | 15 | 10 | 0 | Yes | 9 Mos. | No | N/A | N/A | Yes | No | |
| 512 | Harper | 30 | 15 | 10 | 0 | Yes | 9.1 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 513 | Illinois Valley | 30 | 15 | 10 | 10 | No | 8 Mos. | Yes | Yes | 3 | Yes | Yes | AFT |
| 514 | Illinois Central | 27 | 16 | 5 | 0 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Forum |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 30 | 16.5 | 5 | 0 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 517 | Lake Land | 30 | 15 | 5 | 5 | No | 9 Mos. | Yes | No | 1 | Yes | Yes | IFT/AFT |
| 518 | Carl Sandburg | 30 | 15 | 5 | 0 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | Faculty Association |
| 519 | Highland | 29 | 17.5 | 5 | 5 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | AFT |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 31 | 19 | 5 | * | No | 8.4 Mos. | Yes | No | N/A | Yes | Yes | IFT |
| 522 | Belleville | 30 | 15 | 10 | 0 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AAUP, IFT/AFT |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 30 | N/A | 4 | N/A | Yes | 10 Mos. | Yes | Yes | 3 | Yes | Yes | AFT |
| 525 | Joliet | 30 | 17.5 | 5 | 2 | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 526 | Lincoln Land | 30 | 15 | 5 | 0 | No | 9 Mos. | No | N/A | N/A | Yes | No | |
| 527 | Morton | 30 | 15 | 5 | 0 | No | 8.4 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 528 | McHenry | 30 | 15 | 5 | 0 | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | NEA |
| 529 | Illinois Eastern | 32 | N/A | 0 | 0 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 530 | Logan | 30 | 15 | 10 | 1 | No | 9.1 Mos. | Yes | Yes | 3 | Yes | Yes | IAHE Association |
| 531 | Shawnee | 35 | 19 | 16 | * | No | 9 Mos. | No | N/A | N/A | Yes | No | |
| 532 | Lake County | 30 | 15 | 10 | 6 | No | 8 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 533 | Southeastern | 30 | 15 | 22.5 | * | No | 8.4 Mos. | Yes | Yes | 2 | Yes | Yes | |
| 534 | Spoon River | 30 | 18 | 10 | N/A | No | 9 Mos. | Yes | Yes | 2 | Yes | Yes | IEA/NEA |
| 535 | Oakton | 30 | 15 | 5 | 5 | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | Faculty Association |
| 536 | Lewis & Clark | 30 | 16 | 10 | N/A | Yes | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IEA/NEA |
| 537 | Richland | 30 | 15 | 5 | * | Yes | 9 Mos. | Yes | Yes | 2 | Yes | Yes | AFT |
| 538 | John Wood | ** | ** | ** | ** | No | 12 Mos. | No | N/A | N/A | No | No | |
| 601 | State Comm. Coll. | 30 | 20 | 10 | 0 | No | 9 Mos. | Yes | Yes | 3 | Yes | Yes | IFT |
| | Averages | 30 | 16 | 7 | 2 | | 9.0 Mos. | | | | | | |

*Included in office hours.

**All employees on a 12-month basis with a standard 40-hour work week.

DNA = Data Not Available

N/A = Not Applicable

Section VI

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR OTHER PROFESSIONAL STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 11 summarizes the range of Fiscal Year 1986 salaries for other professional staff in Illinois public community colleges.

Tables 12 and 13 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other professional staff with 9-month contracts was \$31,053. For other professional staff with 12-month contracts, the weighted state average salary was \$22,968.

Table 11

SUMMARY OF FISCAL YEAR 1986 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO
OTHER PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Range of Salaries | |
|-----------------------------|-------------------|----------|
| | Lowest | Highest |
| Lowest Salaries (9 month) | \$11,676 | \$32,795 |
| Lowest Salaries (12 month) | \$ 9,844 | \$34,363 |
| Average Salaries (9 month) | \$17,975 | \$35,748 |
| Average Salaries (12 month) | \$15,598 | \$44,195 |
| Median Salaries (9 month) | \$16,789 | \$36,074 |
| Median Salaries (12 month) | \$15,500 | \$46,685 |
| Highest Salaries (9 month) | \$20,731 | \$45,440 |
| Highest Salaries (12 month) | \$20,589 | \$50,741 |

Illinois Community College Board

Table 12

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

| Dist. No. | District Name | Number of Staff | Range of Current FY 1986 Salary | | | Median FY 1986 Salary |
|----------------|-------------------|--------------------|---------------------------------|---------|---------|--------------------------|
| | | | Lowest | Average | Highest | |
| 501 | Kaskaskia | 4 | \$20002 | \$27527 | \$31702 | \$29202 |
| 502 | DuPage | 23 | 21954 | 33253 | 41621 | 35620 |
| 503 | Black Hawk | 4 | 20164 | 22908 | 26952 | 23691 |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | 14 | 12967 | 19811 | 29909 | 18793 |
| 506 | Sauk Valley | 3 | 19440 | 23083 | 27875 | 21935 |
| 507 | Danville | 3 | 19179 | 22543 | 27864 | 20587 |
| 508 | Chicago | 81 | 19729 | 35748 | 45440 | 22752 |
| 509 | Elgin | 9 | 19939 | 28809 | 37293 | 29634 |
| 510 | Thornton | 12 | 23664 | 32218 | 40319 | 29788 |
| 511 | Rock Valley | 3 | 24840 | 26406 | 27189 | 27189 |
| 512 | Harper | 21 | 21104 | 35227 | 44419 | 35892 |
| 513 | Illinois Valley | 4 | 32795 | 32795 | 32795 | 32795 |
| 514 | Illinois Central | 21 | 20173 | 33878 | 39432 | 33816 |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 1 | 20731 | 20731 | 20731 | 20731 |
| 517 | Lake Land | 6 | 13847 | 20885 | 30552 | 17589 |
| 518 | Carl Sandburg | 0 | 0 | 0 | 0 | 0 |
| 519 | Highland | 0 | 0 | 0 | 0 | 0 |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 5 | 11676 | 21858 | 29469 | 24540 |
| 522 | Belleville | 3 | 27181 | 30431 | 32251 | 31861 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 16 | 13588 | 24542 | 35969 | 25497 |
| 525 | Joliet | 10 | 26492 | 34208 | 39656 | 36074 |
| 526 | Lincoln Land | 12 | 21727 | 31064 | 35138 | 32775 |
| 527 | Morton | 4 | 29189 | 33968 | 36591 | 35046 |
| 528 | McHenry | 7 | 20819 | 25250 | 28777 | 24527 |
| 529 | Illinois Eastern | 0 | 0 | 0 | 0 | 0 |
| 530 | Logan | 0 | 0 | 0 | 0 | 0 |
| 531 | Shawnee | 0 | 0 | 0 | 0 | 0 |
| 532 | Lake County | 15 | 20309 | 34171 | 39778 | 27869 |
| 533 | Southeastern | 5 | 16789 | 17975 | 22720 | 16789 |
| 534 | Spuon River | 5 | 13492 | 19080 | 26874 | 18957 |
| 535 | Oakton | 8 | 26962 | 31843 | 38870 | 30814 |
| 536 | Lewis & Clark | 3 | 19623 | 24906 | 29180 | 25917 |
| 537 | Richland | 0 | 0 | 0 | 0 | 0 |
| 539 | John Wood | 0 | 0 | 0 | 0 | 0 |
| 601 | State Comm. Coll. | 0 | 0 | 0 | 0 | 0 |
| Total/Averages | | 302 | \$20681 | \$31053 | \$33310 | \$27062 |

DNA = Data Not Available

Illinois Community College Board

Table 13

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

| <u>Dist. No.</u> | <u>District Name</u> | <u>Number of Staff</u> | <u>Range of Lowest</u> | <u>Current FY 1986 Salary</u> | <u>Median FY 1986 Salary</u> |
|----------------------|----------------------|----------------------------|----------------------------|-------------------------------|----------------------------------|
| | | | | <u>Average</u> | <u>Highest</u> |
| 501 | Kaskaskia | 0 | \$ 0 | \$ 0 | \$ 0 |
| 502 | DuPage | 23 | 34363 | 44195 | 50339 |
| 503 | Black Hawk | 4 | 24802 | 34081 | 45029 |
| 504 | Triton | DNA | DNA | DNA | DNA |
| 505 | Parkland | 30 | 14250 | 26161 | 44024 |
| 506 | Sauk Valley | 4 | 22298 | 25509 | 32658 |
| 507 | Danville | 0 | 0 | 0 | 0 |
| 508 | Chicago | 286 | 9844 | 20590 | 35000 |
| 509 | Elgin | 0 | 0 | 0 | 0 |
| 510 | Thornton | 0 | 0 | 0 | 0 |
| 511 | Rock Valley | 6 | 24465 | 25807 | 29857 |
| 512 | Harper | 0 | 0 | 0 | 0 |
| 513 | Illinois Valley | 9 | 19500 | 30838 | 38900 |
| 514 | Illinois Central | 17 | 22435 | 29203 | 36540 |
| 515 | Prairie State | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 2 | 32571 | 33653 | 34635 |
| 517 | Lake Land | 16 | 16828 | 21798 | 30396 |
| 518 | Carl Sandburg | 13 | 12856 | 19855 | 32252 |
| 519 | Highland | 13 | 13750 | 19150 | 26500 |
| 520 | Kankakee | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 3 | 15413 | 18728 | 25270 |
| 522 | Belleville | 4 | 33022 | 43118 | 50741 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 68 | 13500 | 22842 | 36650 |
| 525 | Joliet | 0 | 0 | 0 | 0 |
| 526 | Lincoln Land | 0 | 0 | 0 | 0 |
| 527 | Morton | 0 | 0 | 0 | 0 |
| 528 | McHenry | 6 | 14434 | 18360 | 22549 |
| 529 | Illinois Eastern | 33 | 11182 | 15598 | 20589 |
| 530 | Logan | 8 | 26194 | 31423 | 38025 |
| 531 | Shawnee | 9 | 17750 | 21328 | 30014 |
| 532 | Lake County | 6 | 21852 | 27083 | 36228 |
| 533 | Southeastern | 5 | 22884 | 26309 | 30740 |
| 534 | Spoon River | 5 | 15685 | 19018 | 22500 |
| 535 | Oakton | 0 | 0 | 0 | 0 |
| 536 | Lewis & Clark | 6 | 17674 | 20875 | 23023 |
| 537 | Richland | 5 | 33273 | 35257 | 37834 |
| 539 | John Wood | 10 | 11960 | 20702 | 23758 |
| 601 | State Comm. Coll. | 7 | 24652 | 29497 | 35335 |
| Total/Averages | | 598 | \$20290 | \$22968 | \$33438 |
| | | | | | \$25732 |

DNA = Data Not Available

Section VII

**FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 14 summarizes the range of administrative staff contractual salaries for Fiscal Year 1986. The weighted average administrative staff salary ranged from a low of \$29,137 to a high of \$50,825.

Table 15 provides the number of administrative staff; lowest, average, and highest Fiscal Year 1986 salaries; and the median Fiscal Year 1986 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 16.

Some colleges may classify some of these administrative positions as faculty or other professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for Fiscal Year 1986 was \$37,146. The lowest reported administrative salary was \$14,000, and the highest was \$85,941.

Table 14

**SUMMARY OF FISCAL YEAR 1986 CONTRACTUAL SALARIES PAID TO
ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

| | Range | |
|---------------------------------|----------|----------|
| | Low | - |
| Lowest Administrative Salaries | \$14,000 | \$34,629 |
| Average Administrative Salaries | \$29,137 | \$50,825 |
| Highest Administrative Salaries | \$50,290 | \$85,941 |
| Median Administrative Salaries | \$27,608 | \$49,207 |

Illinois Community College Board.

Table 15

FISCAL YEAR 1986 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District Name | Number of Staff | Range of Current FY 1986 Salaries | | | Median FY 1986 Salary |
|----------------|-------------------|--------------------|-----------------------------------|---------|---------|-----------------------------|
| | | | Lowest | Average | Highest | |
| 501 | Kaskaskia | 20 | \$17205 | \$33656 | \$55500 | \$34500 |
| 502 | DuPage | 22 | 34629 | 50825 | 85941 | 49207 |
| 503 | Black Hawk | 36 | 20304 | 39156 | 61380 | 39980 |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | 23 | 25280 | 45627 | 83420 | 46926 |
| 506 | Sauk Valley | 19 | 22500 | 35116 | 59171 | 33249 |
| 507 | Danville | 20 | 21944 | 33358 | 51074 | 32934 |
| 508 | Chicago | 179 | 18482 | 34648 | 80250 | 34445 |
| 509 | Elgin | 24 | 28352 | 39851 | 60000 | 39531 |
| 510 | Thornton | 27 | 26000 | 39093 | 67000 | 38047 |
| 511 | Rock Valley | 17 | 19018 | 36850 | 63200 | 34442 |
| 512 | Harper | 31 | 34250 | 47078 | 80000 | 4575 |
| 513 | Illinois Valley | 12 | 23148 | 39533 | 65000 | 44074 |
| 514 | Illinois Central | 26 | 31475 | 43347 | 67500 | 42300 |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 23 | 25100 | 38884 | 65000 | 36400 |
| 517 | Lake Land | 19 | 17437 | 32333 | 58300 | 30248 |
| 518 | Carl Sandburg | 14 | 17680 | 33237 | 57299 | 31500 |
| 519 | Highland | 13 | 25900 | 34131 | 58000 | 32300 |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 20 | 24173 | 35029 | 58250 | 36255 |
| 522 | Belleville | 37 | 16240 | 40723 | 68212 | 36277 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 20 | 31500 | 44412 | 72000 | 41048 |
| 525 | Joliet | 36 | 18740 | 33368 | 65000 | 30675 |
| 526 | Lincoln Land | 21 | 21180 | 32533 | 67500 | 29848 |
| 527 | Morton | 13 | 25798 | 37658 | 56000 | 35933 |
| 528 | McHenry | 22 | 16059 | 31535 | 56192 | 30691 |
| 529 | Illinois Eastern | 41 | 14000 | 29137 | 58300 | 27608 |
| 530 | Logan | 22 | 18380 | 36979 | 67173 | 35826 |
| 531 | Shawnee | 6 | 32000 | 36541 | 50290 | 34240 |
| 532 | Lake County | 39 | 23707 | 38903 | 71203 | 38544 |
| 533 | Southeastern | 10 | 20140 | 35783 | 61000 | 34695 |
| 534 | Spoon River | 15 | 22000 | 34457 | 63120 | 34044 |
| 535 | Oakton | 29 | 30000 | 44974 | 71550 | 43930 |
| 536 | Lewis & Clark | 21 | 23760 | 35340 | 57000 | 33512 |
| 537 | Richland | 19 | 24213 | 34929 | 53500 | 35846 |
| 539 | John Wood | 12 | 22600 | 32789 | 59300 | 1386 |
| 601 | State Comm. Coll. | 15 | 20000 | 33044 | 62000 | 30925 |
| Total/Averages | | 923 | \$23234 | \$37146 | \$63875 | \$36203 |

DNA = Data Not Available

Section VIII

**SALARIES PAID TO SELECT ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986**

A summary of the Fiscal Year 1986 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 16.

Table 17 indicates the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during Fiscal Year 1986. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 16

**SUMMARY OF FISCAL YEAR 1986 SALARIES PAID TO ADMINISTRATORS AT
ILLINOIS PUBLIC COMMUNITY COLLEGES**

| Administrative Position | Range | | State Average |
|--|----------|----------|---------------|
| | Low | High | |
| Executive of the District | \$50,220 | \$85,941 | \$63,729 |
| Campus Administrator | \$44,500 | \$59,962 | \$51,946 |
| Finance Officer | \$32,000 | \$62,000 | \$47,759 |
| Academic Officer | \$37,100 | \$64,800 | \$48,201 |
| Bacc. (Arts & Sci.)/Univ. Parallel Officer | \$26,250 | \$51,720 | \$41,651 |
| Occupational/Career Education Officer | \$27,541 | \$51,660 | \$40,669 |
| Student Services Officer | \$31,300 | \$60,000 | \$43,004 |
| Cont. Ed. Officer (Comm. Ed./Comm. Serv.) | \$23,459 | \$52,000 | \$36,554 |
| Director of Data Processing | \$24,680 | \$52,923 | \$38,200 |
| Director of Research & Planning | \$22,992 | \$58,870 | \$38,896 |
| Admissions and Records Officer | \$18,422 | \$47,597 | \$34,367 |
| Director of Counseling | \$21,449 | \$51,720 | \$36,380 |
| Director of Financial Aid | \$17,205 | \$40,150 | \$28,367 |
| Director of Job Placement | \$17,808 | \$46,685 | \$30,297 |
| Director of Student Activities | \$14,730 | \$50,013 | \$32,663 |
| Director of Library/LRC | \$21,143 | \$50,395 | \$36,281 |
| Development/Grants Officer | \$21,683 | \$53,165 | \$34,538 |
| Public Relations Officer | \$15,975 | \$45,725 | \$29,859 |
| Director of Personnel | \$17,437 | \$65,238 | \$38,323 |

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986

| Dist. No. | District Name | Executive Officer | | | Campus Administrator | | | Finance Officer | | | Academic Officer | | |
|--------------|-------------------|-------------------|----------------------|-----------------|----------------------|----------------------|-----------------|------------------|----------------------|-----------------|------------------|----------------------|-----------------|
| | | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level |
| 501 | Kaskaskia | \$55500 | 2 | 1 | \$ | | | \$43790 | 19 | 2 | \$40470 (2) | 2 | 2 |
| 502 | DuPage | 85941 | 7 | 1 | 59962 (2) | 6/10 | 2 | 59093 | 6 | 2 | 51492 | 6 | 3 |
| 503 | Black Hawk | 61380 | 8 | 1 | 49326 (2) | 4/5 | 2 | 44000 | 3 | 2 | 41185 | 7 | 3 |
| 504 | Triton | DNA | | | DNA | | | DNA | | | DNA | | |
| 505 | Parkland | 83420 | 18 | 1 | | | | 60390 | 10.5 | 2 | 62980 | 18 | 2 |
| 506 | Sauk Valley | 59171 | 5 | 1 | | | | 48523 | 20 | 2 | 43554 | 4 | 2 |
| 507 | Danville | 51515 | 4 | 1 | | | | 44662 | 6 | 2 | 45025 | 4 | 2 |
| 508 | Chicago | 80250 | 2 | 1 | 56462 (8) | 1/16 | 2 | 60787 | 7 | 2 | 45855 (5) | 3/38 | 2 |
| 509 | Elgin | 60000 | 3 | 1 | | | | 52088 | 5 | 2 | 53098 | 1 | 2 |
| 510 | Thornton | 67000 | 1 | 1 | | | | 43274 | 7 | 2 | 48935 | 2 | 2 |
| 511 | Rock Valley | 63200 | 16 | 1 | | | | 42422 | 11 | 3 | 49250 | 14 | 2 |
| 512 | Harper | 80000 | 7 | 1 | | | | 62000 | 0 | 2 | 61800 | 6 | 2 |
| 513 | Illinois Valley | 65000 | 11 | 1 | | | | 50833 | 12 | 2 | 48611 | 8 | 2 |
| 514 | Illinois Central | 67500 | 10 | 1 | | | | 48985 | 6 | 2 | 50560 | 6 | 2 |
| 515 | Prairie State | DNA | | | | | | DNA | | | DNA | | |
| 516 | Waubonsee | 65000 | 4 | 1 | | | | 52000 | 3 | 2 | 50350 | 3 | 2 |
| 517 | Lake Land | 58300 | 1 | 1 | | | | 46110 | 1 | 3 | 46216 | 1 | 3 |
| 518 | Carl Sandburg | 57299 | 2 | 1 | | | | 43166 | 5 | 2 | 40226 | 5 | 2 |
| 519 | Highland | 58000 | 5 | 1 | | | | 41800 | 13 | 2 | 43200 | 9 | 2 |
| 520 | Kankakee | DNA | | | | | | DNA | | | DNA | | |
| 521 | Rend Lake | 58250 | 7 | 1 | | | | 40865 | 1 | 2 | 48093 | 7 | 2 |
| 522 | Belleville | 66212 | 5 | 1 | 55628 (3) | 1 | 2 | 60114 | 9 | 2 | 58870 | 2 | 2 |
| 523 | Kishwaukee | DNA | | | | | | DNA | | | DNA | | |
| 524 | Moraine Valley | 72000 | 3.5 | 1 | | | | 50350 | 2 | 2 | 52875 | 2 | 2 |
| 525 | Joliet | 65000 | | | | | | 51500 | | | 54495 | 3 | 2 |
| 526 | Lincoln Land | 67500 | 18 | 1 | | | | 40000 | 0 | 2 | 41000 | 0 | 2 |
| 527 | Morton | 56000 | .5 | 1 | | | | 46841 | 4 | 2 | Vacant | | |
| 528 | McHenry | 56192 | 6 | 1 | | | | 43892 | 5 | 2 | 43892 | 0 | 2 |
| 529 | Illinois Eastern | 58300 | 2 | 1 | 45795 (4) | 0/16 | 2 | | | | 47708 | 1 | 2 |
| 530 | Logan | 61620 | 4 | 1 | | | | 51933 | 11 | 2 | 52206 | 7 | 2 |
| 531 | Shawnee | 50290 | 18 | 1 | | | | 32000 | 6 | 2 | | | |
| 532 | Lake County | 71203 | 7 | 1 | | | | Vacant | | | 58034 | 4 | 2 |
| 533 | Southeastern | 61000 | 12 | 1 | | | | 43148 | 16 | 2 | 45870 | 6 | 2 |
| 534 | Spoon River | 63120 | 1 | 1 | | | | 44184 | 5 | 2 | 44184 | 2 | 2 |
| 535 | Oakton | 71550 | 1 | 1 | | | | 60420 | 13 | 2 | 54000 | .3 | 2 |
| 536 | Lewis & Clark | 57000 | 2 | 1 | 44500 | 1 | 2 | 44500 | 1 | 2 | 44500 | 1 | 2 |
| 537 | Richland | 55500 | 0 | 1 | | | | 41812 | 4 | 2 | 42397 | 6 | 2 |
| 538 | John Wood | 59300 | 10 | 1 | | | | 40550 | 8 | 2 | 37100 | 2 | 2 |
| 601 | State Comm. Coll. | 62000 | 0 | 1 | | | | 40000 | 1 | 2 | 39594 | 3 | 2 |
| | Averages | \$63729 | | | \$51946 | | | \$47759 | | | \$48201 | | |

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

| Dist. No. | District Name | Bacc./Univ. Officer Annual Salary | Parallel Officer Years In Position | Admin. Level | Occupational Officer Annual Salary | Career Officer Years In Position | Admin. Level | Student Services Officer Annual Salary | Years In Position | Admin. Level | Continuing Education Officer Annual Salary | Years In Position | Admin. Level |
|--------------|-------------------|--------------------------------------|---------------------------------------|--------------|---------------------------------------|-------------------------------------|--------------|---|-------------------|--------------|---|-------------------|--------------|
| 501 | Kaskaskia | \$ 47228 (2) | 5/6 | 3 | 45097 (2) | 0/5 | 3 | \$40660 | 5 | 2 | \$40470 | 7 | 2 |
| 502 | DePage | 47276 | 4 | 4 | 42109 (2) | 7 | 4 | 49207 | 7 | 3 | 50723 | 6 | 3 |
| 503 | Black Hawk | DNA | | | DNA | | | 45242 | 6 | 3 | 50000 | 16 | 3 |
| 504 | Triton | | | | 35365 | 1 | 3 | DNA | | | DNA | | |
| 505 | Parkland | | | | | | | 57465 | 14 | 2 | 27000 | .25 | 3 |
| 506 | Sauk Valley | | | | | | | 41175 | 14 | 2 | 33802 | 4 | 3 |
| 507 | Daville | | | | | | | 36757 | 1 | 3 | 35000 | 1 | 2 |
| 508 | Chicago | | | | | | | 35037 (6) | 16 | 3 | 34149 (6) | 9 | 3 |
| 509 | Elgin | | | | 46239 | 3 | 3 | 40333 | 5 | 3 | 38145 | 6 | 3 |
| 510 | Thornton | | | | 47674 | 7 | 3 | | | | 40412 | 4 | 3 |
| 511 | Rock Valley | 42422 | 8 | 3 | 42422 | 10 | 3 | 34422 | 1 | 3 | 42422 | 7 | 3 |
| 512 | Harper | | | | | | | 60000 | 6 | 2 | 44750 | 7 | 4 |
| 513 | Illinois Valley | | | | 37963 | 8 | 3 | 41759 | 9 | 2 | 36213 | 6 | 2 |
| 514 | Illinois Central | 47520 | 5 | 3 | 51660 | 6 | 3 | 47185 | 10 | 2 | 48780 | 6 | 3 |
| 515 | Prairie State | DNA | | | DNA | | | DNA | | | DNA | | |
| 516 | Waubonsee | 45500 | 3 | 3 | 36400 | 3 | 4 | 44000 | 3 | 3 | 52000 | 3 | 2 |
| 517 | Lake Land | | | | 38160 | 0 | 3 | 41870 | 5 | 3 | 25970 | 1 | 4 |
| 518 | Carl Sandburg | 26250 | 1 | 3 | 38691 | 6.5 | 3 | 36500 | 1 | 2 | 38203 | 11.5 | 3 |
| 519 | Highland | | | | | | | | | | 28500 | 3 | 3 |
| 520 | Kankakee | DNA | | | DNA | | | DNA | | | DNA | | |
| 521 | Rend Lake | | | | 43107 | 6 | 2 | 37084 | 0 | 2 | 23459 | 1 | 3 |
| 522 | Bellville | 51720 (2) | 3 | | 51720 (3) | 3 | | 59364 | 12 | 2 | DNA | | |
| 523 | Kishwaukee | DNA | | | DNA | | | DNA | | | DNA | | |
| 524 | Moraine Valley | 48905 | 3 | 3 | 42185 | 2 | 3 | 53154 | 11 | 2 | 37630 | 4 | 3 |
| 525 | Joliet | 48877 | 5 | 3 | 48877 | 5 | 3 | | | | 40280 | 2 | |
| 526 | Lincoln Land | | | | 39500 | 5 | 3 | 48000 | 0 | 2 | 40252 | 15 | 3 |
| 527 | Morton | 35170 | 11 | 3 | 37842 | 6 | 3 | 41233 | 4 | 2 | 33390 | 4 | 3 |
| 528 | McHenry | | | | | | | Vacant | | | 30431 | 4 | 3 |
| 529 | Illinois Eastern | 33974 (4) | 0/2 | 3 | 31927 (3) | 0/7 | 3 | 31300 (3) | 0 | 3 | 35826 | 3 | 4 |
| 530 | Logan | | | | | | | 43787 | 9 | 3 | 34240 | 8 | 2 |
| 531 | Shawnee | 34240 | 1 | 2 | 34240 | 6 | 2 | 34240 | .25 | 2 | 36164 | 1 | 3 |
| 532 | Lake County | | | | 38643 | 6 | 3 | 51984 | 13 | 3 | 29658 | 10 | 3 |
| 533 | Southeastern | | | | 39732 | 1 | 3 | 43148 | 13 | 2 | 24800 | 6 | 3 |
| 534 | Spoon River | 37554 | 6 | 3 | Vacant | | | 39597 | 7 | 2 | | | |
| 535 | Oakton | | | | | | | 42060 | 6 | 3 | 43000 | .5 | 3 |
| 536 | Lewis & Clark | | | | | | | Vacant | | | 24720 | 1.5 | 3 |
| 537 | Richland | | | | | | | 42397 | 13 | 2 | | | |
| 538 | John Wood | | | | 27541 | 2 | 3 | 35050 | 1 | 2 | 32750 | 8.5 | 2 |
| 601 | State Comm. Coll. | | | | 33130 | 8 | 3 | 36108 | 8 | 2 | 36570 | 12 | 3 |
| | Averages | \$41651 | | | \$40669 | | | \$43004 | | | \$36554 | | |

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

| Dist. No. | District Name | Director of Data Processing | | | Director of Research/Planning | | | Admissions/Records Officer | | | Director of Counseling | | |
|--------------|-------------------|-----------------------------|----------------------|-----------------|-------------------------------|----------------------|-----------------|----------------------------|----------------------|-----------------|------------------------|----------------------|-----------------|
| | | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level |
| 501 | Kaskaskia | \$36408 | 8 | 3 | \$34699 | 8 | 3 | \$36842 | 6 | 3 | \$31526 | 5 | 3 |
| 502 | DuPage | 52923 | 0 | 3 | 42948 | 3 | 4 | 47997 (2) | 11/16 | 4 | 45992 | 6 | 4 |
| 503 | Black Hawk | 39980 | 3 | 3 | 22992 | 4 | 4 | 42754 | 18 | 4 | 40598 | 10 | 4 |
| 504 | Triton | DNA | | | DNA | | | DNA | | | DNA | | |
| 505 | Parkland | 41580 | 3 | 3 | 44269 | 14 | 3 | 39000 | 7 | 3 | | | |
| 506 | Sauk Valley | 35483 | 14 | 4 | 33864 | 4 | 4 | 33249 | 4 | 3 | | | |
| 507 | Danville | 24680 | 6 | 3 | | | | 31575 | 7 | 4 | 23590 | 2 | 4 |
| 508 | Chicago | 44403 | 1 | 2 | 54566 | 23 | 2 | 36630 (7) | 5/29 | 3 | 38729 | 5 | 3 |
| 509 | Elgin | 42154 | 3 | 3 | | | | 46369 | 13 | 2 | 42252 | 2 | 3 |
| 510 | Thornton | 40889 | 5 | 3 | | | | 34252 | 7 | 4 | | | |
| 511 | Rock Valley | 38130 | 10 | 4 | | | | 44550 | 6 | 3 | 44225 | 3 | 3 |
| 512 | Harper | 48600 | 5 | 3 | 44729 | 14 | 2 | 29166 | 7 | 3 | | | |
| 513 | Illinois Valley | 42500 | 7 | 2 | | | | 43895 | 1 | 3 | 38160 | 7 | 3 |
| 514 | Illinois Central | 37810 | 8 | 3 | 44035 | 6 | 2 | DNA | | | | | |
| 515 | Prairie State | DNA | | | DNA | | | | | | | | |
| 516 | Waubonsee | 40500 | 9 | 3 | | | | 30248 | 17 | 4 | | | |
| 517 | Lake Land | 32860 | 0 | 4 | | | | 28972 | 6 | 3 | | | |
| 518 | Carl Sandburg | 34919 | 9.5 | 3 | | | | 25900 | 2 | 3 | | | |
| 519 | Highland | 31300 | 7 | 3 | | | | DNA | | | DNA | | |
| 520 | Kankakee | DNA | | | DNA | | | 24173 | 5 | 3 | 28594 | 2 | 3 |
| 521 | Rond Lake | | | | | | | 37300 | 5 | 3 | 51720 | | |
| 522 | Belleville | 36277 | 8 | 3 | 58870 | 2 | | DNA | | | DNA | | |
| 523 | Kishwaukee | DNA | | | DNA | | | 38160 | 3 | 3 | 45311 | 2 | 3 |
| 524 | Moraine Valley | 42500 | 2 | 3 | 23081 | 2 | 4 | 43820 | 3 | | | | |
| 525 | Joliet | 48427 | 5 | 3 | | | | 37500 | 5 | 3 | 38894 | 17 | 3 |
| 526 | Lincoln Land | | | | | | | 37062 | 11 | 3 | | | |
| 527 | Morton | 37842 | 6 | 3 | | | | 29692 | 5 | 4 | | | |
| 528 | McHenry | 35774 | 7 | 4 | | | | 18422 (4) | 6/8 | 4 | 21449 | 6 | 4 |
| 529 | Illinois Eastern | 26625 | 1 | 3 | 34568 | 17 | 3 | 37995 | 2 | 4 | | | |
| 530 | Logan | 27047 | 4 | 4 | | | | | | | | | |
| 531 | Shawnee | | | | | | | | | | | | |
| 532 | Lake County | 46694 | 11 | 3 | 30840 | 1 | 3 | 46694 | 13 | 4 | 38544 | 3 | 4 |
| 533 | Southeastern | | | | | | | | | | 26857 | 8 | 4 |
| 534 | Spoon River | 32815 | 7 | 3 | 28993 | 8 | 3 | | | | 25248 | 2 | 3 |
| 535 | Oakton | 50395 | 15 | 3 | 46110 | 10 | 3 | | | | 39910 | 2 | 4 |
| 536 | Lewis & Clark | 36129 | 14 | 3 | | | | 28780 | 3 | 3 | 33242 | .3 | 3 |
| 537 | Richland | | | | | | | 24213 | 4 | | | | |
| 538 | John Wood | 32850 | 6 | 2 | 38883 | 11 | 3 | 23808 | 6 | 3 | | | |
| 601 | State Comm. Coll. | 27491 | 4 | 3 | | | | 24046 | 8 | 3 | | | |
| | Averages | \$38200 | | | \$38896 | | | \$34367 | | | \$36380 | | |

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(continued)

| Dist. No. | District Name | Director of Financial Aid | | | Director of Job Placement | | | Director of Student Activities | | | Director of Library/LRC | | |
|--------------|-------------------|---------------------------|----------------------|-----------------|---------------------------|----------------------|-----------------|--------------------------------|----------------------|-----------------|-------------------------|----------------------|-----------------|
| | | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level |
| 501 | Kaskaskia | \$17205 | 1 | \$ | 46685 | 15 | 4 | \$39993 | 4 | 4 | \$26896 | 2 | 3 |
| 502 | DuPage | 38856 | 5 | 4 | | | | 43191 | 6 | 5 | 41572 | 0 | 3 |
| 503 | Black Hawk | 33813 (2) | 5/17 | 4 | | | | DNA | | | 24848 | 2 | 4 |
| 504 | Triton | DNA | | | | | | DNA | | | DNA | | |
| 505 | Parkland | 40150 | 15 | 3 | 29524 | 1.5 | 3 | 50013 | 18 | 3 | 49503 | 16 | 3 |
| 506 | Sauk Valley | 34232 | 15 | 4 | | | | | | | | | |
| 507 | Danville | 33228 | 15 | 4 | | | | 26420 (4) | 1/11 | 3 | 35075 | 4 | 3 |
| 508 | Chicago | 33039 (7) | 1/10 | 3 | | | | 34210 | 2 | 3 | 44285 | 9 | 3 |
| 509 | Elgin | 36422 | 11 | 3 | | | | 26000 | 0 | 4 | 34389 | 4 | 4 |
| 510 | Thornton | 33796 | 2 | 3 | | | | 30790 | 16 | 4 | 38130 | 16 | 4 |
| 511 | Rock Valley | 31502 | 5 | 4 | | | | 34250 | 9 | 3 | 39100 | 2 | 4 |
| 512 | Harper | | | | 40769 | 3 | 4 | | | | 34398 | 15 | 3 |
| 513 | Illinois Valley | 23148 | 1 | 3 | | | | | | | 46630 | 13 | 3 |
| 514 | Illinois Central | 31475 | 1 | 3 | | | | | | | DNA | | |
| 515 | Prairie State | DNA | | | DNA | | | | | | 33800 | 5 | 4 |
| 516 | Waubonsee | | | | | | | | | | 26846 | 14 | 4 |
| 517 | Lake Land | 27732 | 13 | 4 | 20274 | 10 | 4 | | | | 31500 | 2 | 3 |
| 518 | Carl Sandburg | 17680 | 2 | 4 | | | | | | | 26400 | 2 | 3 |
| 519 | Highland | 26600 | 2 | 3 | | | | | | | DNA | | |
| 520 | Kankakee | DNA | | | DNA | | | | | | 35181 | 6 | 3 |
| 521 | Rend Lake | 25818 | 5 | 3 | 29761 | 4 | 3 | | | | 47815 | 16 | 2 |
| 522 | Belleville | 29927 | 3 | 3 | | | | 29199 | 3 | 4 | DNA | | |
| 523 | Kishwaukee | DNA | | | DNA | | | | | | 41234 | 3 | 3 |
| 524 | Moraine Valley | 21819 | 3 | 4 | 29659 | 4 | 4 | 20938 | 2 | 4 | | | |
| 525 | Joliet | 26966 | 3 | 4 | | | | 37753 | 16 | 5 | | | |
| 526 | Lincoln Land | 26000 | 4 | 4 | | | | 29848 | 8 | 4 | | | |
| 527 | Morton | | | | | | | | | | 33035 | 1 | 3 |
| 528 | McHenry | 22347 | 1 | 4 | | | | 14730 | 2 | 4 | 35374 | 6 | 3 |
| 529 | Illinois Eastern | 22296 (5) | 0/3 | 4 | | | | | | | 21143 (2) | 4/9 | 4 |
| 530 | Logan | | | | 33119 | 4 | 4 | 31398 | 12 | 4 | 45612 | 14 | 3 |
| 531 | Shawnee | | | | | | | | | | | | |
| 532 | Lake County | 34848 | 4 | 4 | 25072 | 2 | 4 | 46694 | 16 | 4 | 48015 | 14 | 3 |
| 533 | Southeastern | 26208 | 2 | 4 | | | | | | | 30740 | 21 | 4 |
| 534 | Spoon River | | | | | | | | | | 25000 | 1 | 3 |
| 535 | Oakton | | | | | | | | | | 50395 | 15 | 3 |
| 536 | Lewis & Clark | 21400 | 1 | 4 | 17808 | 2 | 4 | 34580 | 1 | 3 | 39520 | 13 | 4 |
| 537 | Richland | 32731 | 3 | 4 | | | | 29150 | 1 | 4 | 34851 | 4 | 4 |
| 538 | John Wood | 25049 | 4 | 3 | | | | | | | | | |
| 601 | State Comm. Coll. | 20000 | 0 | 3 | | | | | | | 30771 | 11 | 3 |
| | Averages | \$28367 | | | \$30297 | | | \$32663 | | | \$36281 | | |

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

| Dist. No. | District Name | Development/Grants Officer | | | Public Relations Officer | | | Director of Personnel | | | Business Services Officer | | |
|--------------|-------------------|----------------------------|----------------------|-----------------|--------------------------|----------------------|-----------------|-----------------------|----------------------|-----------------|---------------------------|----------------------|-----------------|
| | | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level |
| 501 | Kaskaskia | \$ 48802 | 7 | 4 | \$ 34629 | 3 | 4 | \$ 47018 | 1 | 3 | \$ 40060 | 0 | 4 |
| 502 | PuPage | | | | 27273 (2) | 2/6 | 3 | 42372 | 12 | 3 | 36544 (2) | 2/8 | 3 |
| 503 | Black Hawk | | | | DNA | | | DNA | | | DNA | | |
| 504 | Triton | | | | 27915 | 1.5 | 3 | 46926 | 10 | 3 | | | |
| 505 | Parkland | | | | 33829 | 18 | 4 | | | | | | |
| 506 | Sauk Valley | \$ 33864 | 4 | 4 | 21944 | 2 | 2 | 30052 | 10 | 2 | | | |
| 507 | Danville | | | | 44998 | 1 | 2 | 65238 | 7 | 2 | 42225 | 11 | 3 |
| 508 | Chicago | \$ 32557 | 7 | 3 | 33083 | 14 | | | | | | | |
| 509 | Elgin | | | | 30411 | 7 | 2 | 37118 | 13 | 3 | | | |
| 510 | Thornton | \$ 27204 | 2 | 4 | 32087 | 9 | 4 | | | | | | |
| 511 | Rock Valley | | | | 45725 | 10 | 2 | 45131 | 3 | 3 | 47185 | 15 | 3 |
| 512 | Harper | \$ 42500 | 1 | 2 | 35648 | 16 | 2 | | | | | | |
| 513 | Illinois Valley | | | | 34545 | 4 | 3 | 45215 | 8 | 3 | DNA | | |
| 514 | Illinois Central | | | | DNA | | | DNA | | | 41000 | 0 | 3 |
| 515 | Prairie State | | | | 26000 | 1 | 3 | 39000 | 7 | 2 | | | |
| 516 | Waubonsee | \$ 47500 | 1 | 3 | 23691 | 2 | 4 | 17437 | 3 | 4 | 32860 | 8 | 4 |
| 517 | Lake Land | | | | 18581 | 2 | 4 | | | | | | |
| 518 | Carl Sandburg | | | | 25900 | 1 | 3 | | | | 19150 | 0 | 4 |
| 519 | Highland | | | | DNA | | | DNA | | | DNA | | |
| 520 | Kankakee | | | | 25243 | 7 | 3 | | | | | | |
| 521 | Rend Lake | | | | DNA | | | | | | | | |
| 522 | Belleville | \$ 32442 | 13 | 4 | 33203 | 5 | 4 | 43635 | 2 | 2 | 31963 (2) | .5 | |
| 523 | Kishwaukee | | | | DNA | | | DNA | | | DNA | | |
| 524 | Moraine Valley | \$ 23500 | 2 | 4 | 22193 | 1 | 4 | 31500 | 2 | 3 | 36650 | 2 | 4 |
| 525 | Joliet | \$ 37079 | 3 | 4 | 33820 | 8 | 2 | 31461 | 3 | 3 | 34270 | | 3 |
| 526 | Lincoln Land | \$ 28050 | 7 | 4 | 23500 | 3 | 4 | 33500 | 11 | 4 | 27270 | 3 | 4 |
| 527 | Morton | | | | 38220 | 14 | 3 | 33390 | .5 | 3 | | | |
| 528 | McHenry | | | | 26672 | 11 | 4 | 27990 | 7 | 4 | 23453 | 2 | 4 |
| 529 | Illinois Eastern | \$ 21683 | 1 | 3 | 15975 | 1 | 3 | | | | | | |
| 530 | Logan | \$ 37207 | 11 | 4 | | | | | | | | | |
| 531 | Shawnee | | | | | | | | | | | | |
| 532 | Lake County | \$ 53165 | 1 | 2 | 31742 | 5 | 2 | 38988 | 4 | 3 | 45083 | 4 | 3 |
| 533 | Southeastern | \$ 23538 | 2 | 3 | | | | | | | | | |
| 534 | Spoon River | | | | | | | | | | | | |
| 535 | Oakton | \$ 30000 | 1 | 3 | | | | | | | | | |
| 536 | Lewis & Clark | \$ 33512 | 8 | 3 | 29500 | .1 | 3 | | | | | | |
| 537 | Richland | | | | | | | | | | | | |
| 538 | John Wood | | | | | | | | | | | | |
| 601 | State Comm. Coll. | | | | | | | | | | | | |
| | Averages | \$ 34538 | | | \$ 29859 | | | \$ 38323 | | | \$ 33933 | | |

DNA = Data Not Available

Illinois Community College Board

Table 17

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1986
(Continued)

| Dist. No. | District Name | Physical Facil./Grounds Officer | | | Adult Basic/Secondary Educ. | | | Director of Athletics | | | Controller | | |
|--------------|-------------------|---------------------------------|----------------------|-----------------|-----------------------------|----------------------|-----------------|-----------------------|----------------------|-----------------|------------------|----------------------|-----------------|
| | | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level | Annual Salary | Years In Position | Admin. Level |
| 501 | Kaskaskia | \$23665 | 9 | 3 | \$34363 | 0 | 4 | \$47779 | 6 | 4 | \$ | | |
| 502 | DuPage | 39839 | 17 | 3 | 34341 (4) | 3/13 | 4 | 41348 | 11 | 4 | | | |
| 503 | Black Hawk | DNA | | | DNA | | | DNA | | | DNA | | |
| 504 | Triton | | | | | | | | | | | | |
| 505 | Parkland | 43050 | 16 | 3 | | | | | | | | | |
| 506 | Sauk Valley | 30614 | 13 | 4 | | | | | | | | | |
| 507 | Danville | 30714 | 11 | 3 | 31720 | 2 | 3 | | | | | | |
| 508 | Chicago | 48043 | 8 | 3 | 48075 (2) | 1 | 3 | | | | | | |
| 509 | Elgin | 37299 | 5 | 3 | | | | | | | | | |
| 510 | Thornton | 37255 | 4 | 3 | 46369 | 8 | 3 | 38047 | 3 | 4 | | | |
| 511 | Rock Valley | 29130 | 2 | 4 | 28394 | 3 | 4 | | | | | | |
| 512 | Harper | 49331 | 3 | 3 | 37125 | 2 | 4 | 48775 | 18 | 4 | 44203 | 18 | 3 |
| 513 | Illinois Valley | 29166 | 5 | 3 | | | | | | | | | |
| 514 | Illinois Central | 41215 | 6 | 3 | | | | | | | | | |
| 515 | Prairie State | DNA | | | DNA | | | DNA | | | | | |
| 516 | Waubonsie | 40500 | 1 | 3 | 31000 | 9 | 4 | | | | 25100 | 7 | 4 |
| 517 | Lake Land | 27033 | 16 | 4 | 22790 | 0 | 4 | | | | | | |
| 518 | Carl Sandburg | 31057 | 7 | 3 | | | | | | | | | |
| 519 | Highland | 32500 | 5 | 3 | | | | | | | | | |
| 520 | Kankakee | DNA | | | DNA | | | | | | DNA | | |
| 521 | Rend Lake | 30325 | 2 | 3 | 27200 | 0 | 3 | 36754 | 4 | 3 | | | |
| 522 | Belleville | 40834 | 15 | 3 | 30999 | 5 | | 27078 | 6 | 4 | 29394 | 14 | |
| 523 | Kishwaukee | DNA | | | DNA | | | DNA | | | | | |
| 524 | Moraine Valley | 41658 | 10 | 3 | 29490 | 5 | 4 | 25000 | 2 | 4 | | | |
| 525 | Joliet | 36517 | 7 | 3 | 29680 | 2 | 4 | | | | 34270 | 6 | 3 |
| 526 | Lincoln Land | | | | 25313 | 0 | 4 | | | | | | |
| 527 | Morton | 36735 | 3 | 3 | | | | | | | | | |
| 528 | McHenry | 24392 | 6 | 4 | 32632 | 8 | 4 | | | | | | |
| 529 | Illinois Eastern | 22055 (3) | 0/6 | 3 | | | | | | | | | |
| 530 | Logan | 19141 (2) | 0/2 | 4 | 29241 | 3 | 4 | 16300 | 3 | 4 | 34568 | 9 | 3 |
| 531 | Shawnee | | | | | | | | | | 39187 | 5 | 3 |
| 532 | Lake County | 41978 | 16 | 3 | | | | Vacant | | | | | |
| 533 | Southeastern | | | | | | | | | | | | |
| 534 | Spoon River | | | | | | | | | | | | |
| 535 | Oakton | 44710 | 4 | 3 | 22000 | 1 | 3 | 40589 | 14 | 4 | 37810 | 10 | 4 |
| 536 | Lewis & Clark | 33060 | 5 | 3 | 34116 | .1 | 3 | | | | | | |
| 537 | Richland | 25338 | 2 | 4 | | | | | | | | | |
| 539 | John Wood | | | | | | | | | | | | |
| 601 | State Comm. Coll. | 27044 | 10 | 3 | | | | | | | | | |
| | Averages | \$34283 | | | \$31936 | | | \$34817 | | | \$33764 | | |

DNA = Data Not Available

Section IX

**SUMMARY OF FISCAL YEAR 1986 MONTHLY CLASSIFIED STAFF SALARIES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

Table 18 summarizes Illinois community college earnings for specific classified staff. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average Fiscal Year 1986 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 19 compares monthly mean salaries of comparable university civil service positions and classified community college positions. Overall, community college classified staff salaries are 1.5 percent lower than classified salaries at universities. However, many variables, such as tenure in the positions and exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 18

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF
AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1986

| <u>Title</u> | <u>Number of Employees</u> | <u>Low Salary</u> | <u>Average Salary</u> | <u>High Salary</u> |
|--|----------------------------|-------------------|-----------------------|--------------------|
| Accountant I | 30 | \$1,124 | \$1,623 | \$2,291 |
| Accountant II | 31 | 1,102 | 1,782 | 2,723 |
| Accountant Clerk I | 65 | 782 | 1,092 | 2,093 |
| Accountant Clerk II | 75 | 792 | 1,175 | 2,311 |
| Admissions/Records Clerk | 118 | 742 | 1,050 | 1,627 |
| Admissions/Records Supervisor or Tech. | 44 | 1,061 | 1,559 | 2,311 |
| Audio-Visual Services Manager | 58 | 957 | 1,612 | 2,972 |
| Bookstore Manager | 26 | 930 | 1,613 | 2,559 |
| Clerk Typist | 466 | 695 | 1,003 | 1,896 |
| Computer Operator I (Junior) | 22 | 783 | 1,146 | 1,513 |
| Computer Operator II (Senior) | 27 | 875 | 1,446 | 1,826 |
| Computer Programmer I (Junior) | 21 | 722 | 1,394 | 1,963 |
| Computer Programmer II (Senior) | 22 | 1,166 | 1,777 | 2,243 |
| Computer Systems Analyst | 28 | 1,090 | 2,189 | 3,045 |
| Custodian | 441 | 765 | 1,218 | 1,820 |
| Custodian Supervisor | 37 | 1,129 | 1,751 | 2,538 |
| Keypunch Operator/Data Entry Clerk | 65 | 824 | 1,145 | 2,093 |
| Library Clerk | 121 | 686 | 1,078 | 2,311 |
| Purchasing Clerk | 35 | 915 | 1,227 | 1,993 |
| Purchasing Supervisor | 14 | 1,493 | 1,965 | 2,559 |
| Receptionist/Switchboard Operator | 59 | 722 | 1,007 | 1,639 |
| Secretary-General | 448 | 642 | 1,082 | 2,311 |
| Secretary-Administrative | 247 | 722 | 1,285 | 1,957 |
| Secretary-Executive | 69 | 999 | 1,642 | 2,433 |
| Security Officer/Guard | 73 | 1,006 | 1,350 | 2,532 |
| Security Supervisor | 27 | 1,302 | 2,033 | 2,670 |
| Shipping/Recording Clerk | 36 | 683 | 1,307 | 3,230 |

Illinois Community College Board

Table 19

COMPARISON OF MONTHLY FISCAL YEAR 1986 SALARIES OF CLASSIFIED PERSONNEL
AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

| <u>Title</u> | <u>University Civil Service Monthly Mean Salary</u> | <u>Community College Monthly Mean Salary</u> | <u>Difference in Mean Salaries</u> | <u>Percent Difference in Mean Salaries</u> |
|--------------------------------------|---|--|------------------------------------|--|
| Accountant I | \$1,589 | \$1,623 | \$ 34 | 2.1% |
| Accountant II | 1,857 | 1,782 | -75 | -4.0 |
| Accountant Clerk I | 833 | 1,092 | 259 | 31.1 |
| Accountant Clerk II | 1,088 | 1,175 | 87 | 8.0 |
| Admissions/Records Officer I | 1,235 | 1,050 | -185 | -15.0 |
| Admissions/Records Officer III | 1,900 | 1,559 | -341 | -17.9 |
| Audio-Visual Service Manager | 2,432 | 1,612 | -820 | -33.7 |
| Bookstore Manager | 2,260 | 1,613 | -647 | -28.6 |
| Clerk Typist I | 798 | 1,003 | 205 | 25.7 |
| Digital Computer Operator I | 1,020 | 1,146 | 126 | 12.4 |
| Digital Computer Operator II | 1,216 | 1,446 | 230 | 18.9 |
| Computer Programmer I | 1,268 | 1,394 | 126 | 9.9 |
| Computer Programmer II | 1,474 | 1,777 | 303 | 20.6 |
| Computer/Data Processing Analyst I | 2,201 | 2,189 | -12 | -0.5 |
| Custodian/Building Service Worker | 1,259 | 1,218 | -41 | -3.3 |
| Custodian Supervisor | 1,886 | 1,751 | -135 | -7.2 |
| Keypunch Operator/Data Entry Oper. I | 880 | 1,145 | 265 | 30.1 |
| Library Clerk I | 974 | 1,078 | 104 | 10.7 |
| Purchasing Clerk/Purchasing Asst. I | 1,452 | 1,227 | -225 | -15.5 |
| Purchasing Supv./Purchasing Agent | 2,581 | 1,965 | -616 | -23.9 |
| Receptionist/Switchboard Operator | 981 | 1,007 | 26 | 2.7 |
| Secretary-General | 879 | 1,082 | 203 | 23.1 |
| Secretary-Administrative | 1,396 | 1,285 | -111 | -8.0 |
| Secretary-Executive | 1,631 | 1,642 | 11 | 0.7 |
| Security Officer/Guard | 1,177 | 1,350 | 173 | 14.7 |
| Security Supervisor | 1,792 | 2,033 | 241 | 13.4 |
| Shipping/Receiving Clerk | 1,084 | 1,307 | 223 | 20.8 |
| Average Salaries | \$1,450 | \$1,428 | \$ -22 | -1.5% |

Section X

**FRINGE BENEFITS FOR FULL-TIME EMPLOYEES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1985**

Table 20 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in Fiscal Year 1985.

Table 21 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 22 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 20

**SUMMARY OF AVERAGE FISCAL YEAR 1985 FRINGE BENEFIT COSTS PER EMPLOYEE
AT ILLINOIS PUBLIC COMMUNITY COLLEGES**

| | <u>Fringe Benefits</u> | | |
|--------------------|------------------------|----------------|-------------|
| | <u>Low</u> | <u>Average</u> | <u>High</u> |
| Teaching Faculty | \$494 | \$2,151 | \$3,335 |
| Administrative | \$543 | \$2,196 | \$4,000 |
| Other Professional | \$491 | \$2,127 | \$3,335 |
| Classified | \$658 | \$1,886 | \$2,691 |

Illinois Community College Board

Table 23

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1985

| <u>DIST.</u> <u>NO.</u> | <u>DISTRICT</u> | <u>Health Insurance for Family Dependents</u> | <u>Dental Insurance</u> | <u>Life Insurance</u> | <u>Employees Paid by College</u> | <u>SURS Contrib. Partial Tuition for Family</u> | <u>Sabbatical Leave With Pay</u> | <u>Worker's Compensation</u> | <u>Unemployment Insurance</u> | <u>Social Security</u> | <u>Disability</u> | <u>Other</u> |
|----------------------------|-------------------|---|-----------------------------|---------------------------|--|---|--|----------------------------------|-----------------------------------|----------------------------|-------------------|--------------|
| 501 | Kaskaskia | x | x | x | | x | x | x | x | | | |
| 502 | DuPage | x | x | x | | x | x | x | x | | x | x |
| 503 | Black Hawk | x | x | x | | x | x | x | x | | x | |
| 504 | Triton | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 505 | Parkland | x | x | x | | x | x | x | x | x | x | x |
| 506 | Sauk Valley | x | x | x | | x | x | x | x | | | |
| 507 | Danielle | | | | | x | x | x | x | | | x |
| 508 | Chicago | x | x | x | | x | x | x | x | | | |
| 509 | Elgin | x | x | x | | x | x | x | x | | | |
| 510 | Thornton | x | x | x | | x | x | x | x | | | x |
| 511 | Rock Valley | x | x | x | | x | x | x | x | | | x |
| 512 | Harper | x | x | x | | x | x | x | x | | x | x |
| 513 | Illinois Valley | x | x | x | | x | x | x | x | | | |
| 514 | Illinois Central | x | x | x | | x | x | x | x | | x | x |
| 515 | Prairie State | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 516 | Waubonsie | x | x | x | | x | x | x | x | | x | x |
| 517 | Lake Land | x | x | x | | x | x | x | x | | | |
| 518 | Carl Sandburg | x | | x | | x | x | x | x | | | |
| 519 | Highland | x | x | x | | x | x | x | x | | x | x |
| 520 | Kankakee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | x | | x | | x | x | x | x | | x | |
| 522 | Belleville | x | x | x | | x | x | x | x | | x | x |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | x | x | x | | x | x | x | x | | x | x |
| 525 | Joliet | x | x | x | | x | x | x | x | | | |
| 526 | Lincoln Land | x | | x | | x | x | x | x | | | |
| 527 | Morton | x | x | x | | x | x | x | x | | | |
| 528 | McHenry | x | x | x | | x | x | x | x | | | x |
| 529 | Illinois Eastern | x | | x | | x | x | x | x | | | |
| 530 | Logan | x | x | x | | x | x | x | x | | | x |
| 531 | Shawnee | | | | | | | | | | | |
| 532 | Lake County | | | | | x | x | x | x | | | |
| 533 | Southeastern | x | x | x | | x | x | x | x | | | |
| 534 | Spoon River | x | x | x | x | x | x | x | x | | | x |
| 535 | Oakton | x | x | x | x | x | x | x | x | | | |
| 536 | Lewis & Clark | x | | x | x | x | x | x | x | | x | |
| 537 | Richland | x | x | x | x | x | x | x | x | | x | |
| 538 | John Wood | x | x | x | x | x | x | x | x | | x | x |
| 601 | State Comm. Coll. | x | x | x | x | x | x | x | x | | | x |

DNA = Data Not Available

Illinois Community College Board

Table 22

FISCAL YEAR 1985 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| Dist. No. | District Name | Teaching Faculty | | | Administrative Staff | | | Other Professional Staff | | | Classified Staff | | |
|-----------------|-------------------|------------------|------------|-------------------|----------------------|------------|-------------------|--------------------------|------------|-------------------|------------------|------------|-------------------|
| | | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee | Number | Total Cost | Cost Per Employee |
| 508 | Kaskaskia | 63 | \$ 132590 | \$2105 | 19 | \$ 28358 | \$2019 | 4 | \$ 6755 | \$1689 | 32 | \$ 67051 | \$2095 |
| 509 | DuPage | 204 | 468674 | 2297 | 24 | 55138 | 2297 | 46 | 105681 | 2297 | 305 | 700713 | 2297 |
| 510 | Black Hawk | 157 | 252938 | 1611 | 40 | 83023 | 2076 | 9 | 11034 | 1226 | 164 | 217989 | 1290 |
| 511 | Triton | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 512 | Parkland | 162 | 297425 | 1836 | 21 | 44684 | 2127 | 43 | 71431 | 1661 | 90 | 148283 | 1647 |
| 513 | Sauk Valley | 52 | 116073 | 2232 | 18 | 42987 | 2388 | 7 | 12678 | 1811 | 52 | 95053 | 1828 |
| 514 | Danville | 59 | 67437 | 1143 | 21 | 25158 | 1198 | 3 | 3429 | 1143 | 71 | 79591 | 1121 |
| 515 | Chicago | 1075 | 2702314 | 2514 | 179 | 449967 | 2514 | 367 | 922557 | 2514 | 573 | 1440396 | 2514 |
| 516 | Elgin | 88 | 485686 | 2110 | 22 | 48902 | 2223 | 8 | 12124 | 1515 | 95 | 184883 | 1946 |
| 517 | Thornton | 126 | 161280 | 1280 | 26 | 33280 | 1280 | 12 | 15360 | 1280 | 104 | 133120 | 1280 |
| 518 | Rock Valley | 129 | 346738 | 2688 | 17 | 40095 | 2359 | 15 | 41131 | 2742 | 108 | 241493 | 2421 |
| 519 | Harper | 170 | 445902 | 2646 | 32 | 88427 | 2763 | 22 | 60426 | 2747 | 383 | 654178 | 1713 |
| 520 | Illinois Valley | 74 | 79056 | 1068 | 12 | 21508 | 1792 | 14 | 17750 | 1268 | 61 | 59760 | 980 |
| 521 | Illinois Central | 183 | 330864 | 1808 | 25 | 45200 | 1808 | 37 | 66896 | 1808 | 185 | 334480 | 1808 |
| 522 | Prairie State | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 523 | Waubonsee | 68 | 170363 | 2505 | 24 | 65775 | 2741 | 5 | 9794 | 1959 | 65 | 156821 | 2413 |
| 524 | Lake Land | 94 | 206726 | 2199 | 12 | 27082 | 2257 | 29 | 63777 | 2199 | 79 | 173738 | 2199 |
| 525 | Carl Sandburg | 49 | 78205 | 1596 | 14 | 19477 | 1391 | 13 | 19086 | 1391 | 49 | 68171 | 1391 |
| 526 | Highland | 41 | 82984 | 2024 | 14 | 28986 | 2070 | 14 | 28986 | 2070 | 46 | 98557 | 2143 |
| 527 | Kankakee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 528 | Rend Lake | 54 | 49751 | 921 | 19 | 18042 | 950 | 7 | 6270 | 896 | 39 | 33735 | 865 |
| 529 | Bellefontaine | 111 | 250673 | 2258 | 37 | 95147 | 2572 | 8 | 14684 | 1835 | 92 | 162165 | 1763 |
| 530 | Kishwaukee | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA | DNA |
| 531 | Moraine Valley | 169 | 400868 | 2372 | 20 | 47440 | 2372 | 84 | 199248 | 2372 | 131 | 310732 | 2372 |
| 532 | Joliet | 155 | 409053 | 2639 | 38 | 85302 | 2509 | 9 | 22740 | 2527 | 153 | 411704 | 2691 |
| 533 | Lincoln Land | 133 | 178240 | 1340 | 24 | 32700 | 1363 | 12 | 15366 | 1280 | 113 | 137928 | 1221 |
| 534 | Morton | 60 | 145813 | 2390 | 14 | 27138 | 1938 | 4 | 5487 | 1372 | 81 | 118032 | 1457 |
| 535 | McHenry | 47 | 130204 | 2770 | 23 | 63168 | 2746 | 14 | 33665 | 2362 | 43 | 109459 | 2546 |
| 536 | Illinois Eastern | 107 | 134612 | 1256 | 26 | 55564 | 2137 | 41 | 38484 | 939 | 68 | 62982 | 926 |
| 537 | Logan | 54 | 130455 | 2416 | 22 | 42331 | 1924 | 8 | 12813 | 1602 | 46 | 71171 | 1547 |
| 538 | Shawnee | 27 | 13325 | 494 | 6 | 3255 | 543 | 12 | 5896 | 491 | 18 | 11848 | 658 |
| 539 | Lake County | 157 | 341473 | 2175 | 42 | 109346 | 2603 | 21 | 50146 | 2388 | 162 | 336638 | 2078 |
| 540 | Southeastern | 39 | 54495 | 1397 | 10 | 15291 | 1529 | 10 | 11705 | 1171 | 26 | 36636 | 1409 |
| 541 | Spoon River | 36 | 115228 | 3021 | 16 | 47984 | 2999 | 11 | 33315 | 3029 | 41 | 77010 | 1878 |
| 542 | Oakton | 139 | 463565 | 3335 | 30 | 120000 | 4000 | 8 | 26680 | 3335 | 189 | 346437 | 1833 |
| 543 | Lewis & Clark | 84 | 100800 | 1200 | 25 | 30000 | 1200 | 12 | 13968 | 1164 | 99 | 109296 | 1104 |
| 544 | Richland | 45 | 78750 | 1750 | 15 | 24690 | 1646 | 5 | 7170 | 1434 | 32 | 28736 | 898 |
| 545 | John Wood | 20 | 27320 | 1366 | 12 | 16668 | 1389 | 11 | 9031 | 821 | 23 | 26542 | 1154 |
| 546 | State Comm. Coll. | 63 | 41789 | 972 | 15 | 14811 | 987 | 7 | 6895 | 985 | 46 | 43600 | 948 |
| Totals/Averages | | 4274 | \$9195471 | \$2151 | 914 | \$2006924 | \$2196 | 932 | \$1982458 | \$2127 | 3864 | \$7288928 | \$1886 |

DNA = Data Not Available

Section XI

FISCAL YEAR 1986 MEAN PERCENTAGE SALARY INCREASES FOR
FACULTY, OTHER PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND
CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 summarizes Fiscal Year 1986 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 24.

Table 23

SUMMARY OF FISCAL YEAR 1986 MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE, OTHER PROFESSIONAL, FACULTY, AND CLASSIFIED STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| | Weighted Mean Percentage Salary Increases* | | |
|--------------------|--|----------------|-------------|
| | <u>Low</u> | <u>Average</u> | <u>High</u> |
| Administrative | 2.7% | 6.2% | 12.5% |
| Other Professional | 0.4% | 6.3% | 12.5% |
| Faculty | 1.0% | 6.1% | 12.5% |
| Classified | 3.7% | 6.8% | 12.5% |

*Does not include districts with missing data.

Illinois Community College Board

Table 24

FISCAL YEAR 1986 WEIGHTED MEAN PERCENTAGE SALARY INCREASES FOR
ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF, AND CLASSIFIED STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

| <u>Dist. No.</u> | <u>District Name</u> | <u>Administrative Staff</u> | <u>Other Professional Staff</u> | <u>Faculty</u> | <u>Classified Staff</u> |
|----------------------|----------------------|---------------------------------|---|----------------|-----------------------------|
| 501 | Kaskaskia | 12.5% | 12.5% | 12.5% | 12.5% |
| 502 | DuPage | 4.9 | 4.9 | 4.9 | 5.9 |
| 503 | Black Hawk | 8.0 | 9.1 | 9.1 | 9.3 |
| 504 | Triton | DNA | DNA | DNA | DNA |
| 505 | Parkland | 7.4 | 10.0 | 7.9 | 7.6 |
| 506 | Sauk Valley | 7.9 | 9.0 | 8.2 | 7.7 |
| 507 | Danville | 4.0 | 4.0 | 4.0 | 5.0 |
| 508 | Chicago | 7.0 | 4.0 | 7.0 | 3.7 |
| 509 | Elgin | 6.7 | 7.4 | 7.4 | 6.8 |
| 510 | Thornton | 5.3 | 6.7 | 6.8 | 9.1 |
| 511 | Rock Valley | 6.4 | 5.6 | 5.6 | 7.2 |
| 512 | Harper | 7.0 | 6.0 | 6.0 | 7.0 |
| 513 | Illinois Valley | 4.7 | 3.9 | 4.6 | 7.3 |
| 514 | Illinois Central | 5.2 | 5.7 | 5.8 | 5.6 |
| 515 | Prairie State | DNA | DNA | DNA | DNA |
| 516 | Waubonsee | 2.9 | 3.0 | 3.0 | 5.0 |
| 517 | Lake Land | 6.0 | 6.0 | 6.0 | 6.0 |
| 518 | Carl Sandburg | 5.0 | 5.0 | 5.0 | 5.0 |
| 519 | Highland | 5.5 | 5.2 | 5.5 | 6.3 |
| 520 | Kankakee | DNA | DNA | DNA | DNA |
| 521 | Rend Lake | 9.2 | 5.3 | 9.2 | 10.5 |
| 522 | Belleville | 2.7 | 0.4 | 1.0 | 5.6 |
| 523 | Kishwaukee | DNA | DNA | DNA | DNA |
| 524 | Moraine Valley | 5.0 | 4.0 | 5.0 | 6.0 |
| 525 | Joliet | 6.0 | 6.0 | 6.0 | 7.8 |
| 526 | Lincoln Land | 5.5 | 5.7 | 5.5 | 5.5 |
| 527 | Morton | 5.5 | 7.6 | 7.1 | 5.9 |
| 528 | McHenry | 5.5 | 5.2 | 5.4 | 5.3 |
| 529 | Illinois Eastern | 8.3 | 6.5 | 8.3 | 7.7 |
| 530 | Logan | 3.8 | 2.5 | 3.8 | 5.4 |
| 531 | Shawnee | DNA | DNA | DNA | DNA |
| 532 | Lake County | 8.5 | 9.2 | 9.0 | 8.5 |
| 533 | Southeastern | 5.3 | 6.6 | 6.7 | 8.8 |
| 534 | Spoon River | 5.2 | 5.2 | 5.2 | 5.2 |
| 535 | Oakton | 6.5 | 6.5 | 6.5 | 6.5 |
| 536 | Lewis & Clark | 6.0 | 6.0 | 6.0 | 6.0 |
| 537 | Richland | 6.0 | 6.0 | 6.0 | 6.0 |
| 539 | John Wood | 10.5 | 7.7 | 8.2 | 6.8 |
| 601 | State Comm. Coll. | 4.6 | 7.8 | 6.2 | 5.3 |
| | Averages | 6.2% | 6.3% | 6.1% | 6.8% |

DNA = Data Not Available